

# Michael J. Sparrow, Ed.D.

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## OVERVIEW OF QUALIFICATIONS/SKILLS

- Significant faculty experience in teaching education, history, criminal justice, law, and student success courses at graduate and undergraduate level at both universities and community colleges
- Presidential cabinet-level administrator with more than 10 years of community college experience in Student and Academic Affairs
- 5 years of military (US Navy) and 8 years of higher education supervisory experience including subordinate management, recruitment, evaluation, and scheduling; inter departmental coordination; conflict resolution; strategic management; budget creation/management; and grant compliance
- Direct work and supervisory experience in:

Curricula/Program Creation	Assessment (Curricular, Program)	Academic Advising/Transfer
Diversity/Inclusion Initiatives	Tutoring/Academic Coaching	Student Orientation
First Year Experience	Special Population Transitions	Committee/Task Force Chair
Policy Analysis/Application	Strategic Planning/Budgeting	Administration of Faculty
Student-Veterans	Student Conduct/Title IX	Online Teaching/Support
Grant administration	Academic Accommodations	Middle States Reaccreditation
- Award-winning administrator and regional/national presenter on student academic success initiatives

## EDUCATION

- 2019**            **University of Southern California, Executive Leadership Certificate in Equity/Diversity**
- 2017**            **Northeastern University, Ed.D.—Higher Education Leadership**
- Representative Coursework: College Administration/Leadership, Student Success, Education Policy, Pedagogical Theory, Strategic Planning, and Diversity/Inclusion Programming
  - Dissertation: A Bridge to a Smart Start: A Case Study of Community College Summer Bridge Program
- 2008**            **University of Pittsburgh School of Law, M.S.L. (Legal Studies)**
- *Cum Laude*; earned highest distinction in six out of ten classes
  - Honors graduate, Torts course
- 2006**            **University of Delaware, M.A., American History**
- William H. Williams award recipient—Best Paper in American history
  - Goldfus Memorial Award for Best Teaching Assistant
- 2004**            **Lafayette College, A.B. in American History & Government/Law**
- Summa Cum Laude; Department Honors
  - Class of 1910 award recipient for graduate with most promise in public service

## SUMMARY OF HIGHER EDUCATION POSITIONS AND TIMELINE:

2023 **Assistant Professor, Community College Leadership**—Morgan State University  
 2021 **Associate Professor, Community College Leadership**—New Jersey City University  
 2019 **Dean, Enrollment Management and Retention**—Northampton Community College  
 2017 **Associate Dean, Academic Success**—Northampton Community College  
 2013 **Director, Learning Center**—Northampton Community College  
 2012 **Director, Academic Success Center**—Immaculata University  
 2011 **Assistant Manager, Academic Success Center**—Immaculata University  
 2010 **Academic Advisor and Student-Veteran Coordinator**—Ocean County College

**TEACHING EXPERIENCE:**

- More than 14 years of undergraduate and graduate teaching experience in multiple disciplines at community colleges, regional universities, and flagship public institutions
- Developed all curriculum, learning outcomes, course materials, and assessments
- Served as dissertation chair and reader; chaired two successful dissertation projects
- Completed formal NCC online faculty training in pedagogy and curriculum design/delivery

**Morgan State University (M.Ed. and Ed.D. programs):**

**Courses Taught:** The American Community College; Contemporary Issues in Community Colleges, Professional Development I, Finance and Budgeting

**New Jersey City University (Ed.D. program):**

**Courses Taught:** The Scholarly Practitioner; Strategic Human Resources; Community Colleges: Past, Present, and Future; Strategic Planning and Assessment; Experiential Learning, Law, Policy, and Ethics; Community College Finance; Dissertation in Practice; Educational Research I

**Courses Developed:** Strategic Human Resources; Law, Policy, and Ethics

**Service:** University Budget Task Force, Student Affairs College of Education faculty representative, Student Success Crisis Team

**Northampton Community College:** American Legal System, US History I, College Success

**Immaculata University:** First Year Experience (Honors), and Strategies for Academic Success

**Montgomery County Community College:** US History survey, Ancient History, and Civil War and Reconstruction

**Ocean County College:** US History survey

**Rowan University—Glassboro/Camden campuses:** US History I&II surveys

**University of Delaware:** Introduction to Military History and Introduction to American Military History

**PROFESSIONAL SERVICE (Presentations):**

2011 **Invited Speaker: American Legion NJ State Convention:** “How to Develop Partnerships between Veteran Service Organizations and Higher Education”

- 2011 **Invited Speaker: Ocean County College:** “Who’s Got My 6?: Helping Student-Veterans Acclimate to College Work and Life”
- 2015 **Student Affairs Professionals in Higher Education (NASPA):** “Student-Veterans and Their Transitions to America’s Colleges”
- 2016 **RISE Student Leader Conference:** “Leadership Tips I Took From the US Navy”
- 2016 **Student Affairs Professionals in Higher Education (NASPA):** “Using Pierre Bourdieu’s Social Reproduction Theory to Understand College Transitional Challenges of First-Generation and Low-Income Students”
- 2017 **Delaware Valley Student Affairs Conference:** “The New Rules of Engagement: Helping Student-Veterans Transition Successfully to College Classrooms Using Social Reproduction Theory”
- 2018 **Transfer Admissions and Advising Committee Conference:** “Recruiting and Supporting Student-Veteran Transfer Students at Your University”
- 2019 **Delaware Valley Student Affairs Conference:** “Developing and Assessing a Strengths-Based College Success Course for Community Colleges.”
- 2019 **National Conference for the First Year Experience:** “Developing and Assessing a Strengths-Based College Success Course for Community Colleges.”
- 2019 **New Jersey City University Community College Showcase Conference:** “A Conversation with Community College Leaders” Panelist
- 2019 **American Talent Initiative Convening, Invited Participant as Subject Matter Expert on Student-Veterans and Community College Transfer Students**
- 2020 **The League for Innovation in the Community College:** “Service Learning and Leadership Development Programs”
- 2020 **Pennsylvania College Advising Corps:** “Community Colleges as Springboards to 4-Year Colleges and Universities”
- 2020 **New Jersey City University Community College Showcase Conference:** “Community College Leader Panel”
- 2020 **Carnegie Project on the Education Dissertation:** “Pre-convening Workshop on Program Evaluation”
- 2021 **The League for Innovation in the Community College:** “Practitioners as Scholars: The Why and How of Public Scholarship”
- 2021 **National Conference for the First Year Experience:** “Build an Online Orientation Focused on Access, Inclusion, and Equity”

- 2021 **New England Transfer Association (keynote):** “Leading Through Partnership”
- 2021 **Pennsylvania College Advising Corps:** “History and Overview of America’s Community Colleges”
- 2021 **National Institute for Staff and Organizational Development:** “Faculty as DEI Leaders”
- 2021 **Carnegie Project for the Education Doctorate:** “Developing Leaders Through Experiential Learning”
- 2022 **Carnegie Project for the Education Doctorate:** “Overview of Experiential Learning in an Ed.D. Program”
- 2022 **National Organization of Student Success, New Jersey Chapter:** “The Power of Stereotype Threat Interventions”
- 2022 **National Institute for Staff and Organizational Development:** “Inclusive Classroom Practices: Examples from the Field”
- 2022 **Carnegie Project for the Education Doctorate:** “Advisory Boards in Ed.D. Programs: Partnering with Practitioner Experts to Align, Market, and Deliver”
- 2023 **Student Affairs Professionals in Higher Education (NASPA):** “Publishing Public Scholarship as a Student Affairs Practitioner”
- 2024 **Student Affairs Professionals in Higher Education (NASPA):** “Creating Growth Mindset Learning Communities in Student Affairs.”

**PROFESSIONAL SERVICE (Roles):**

- Peer Evaluator,** Middle States Commission on Higher Education  
**Review Board,** E-Source for College Transitions (NRC for FYE at University of S. Carolina)  
**Peer Reviewer,** American Journal of Education  
**Conference Program Reviewer,** NASPA National Conference  
**Conference Program Reviewer,** NJCU Community College Showcase Conference  
**Consultant,** Growth Mindset and College Success Course: Montgomery County CC

**PUBLICATIONS:**

**Published:**

**Sparrow, M.** (2023) “Collaborations Between Enrollment Services and Academic Affairs to Maximize Community College Enrollments” **College and University Journal**

Braxton, J., Harrington, C., Lyken-Segosebe, D., & **Sparrow, M.** (2023) “Clarity or Continuing Ambiguity Regarding the Tenure and Promotion Process in Community Colleges” **Journal of Higher Education Management**

Falco, J. & **Sparrow, M.** (2023) “LGBTQ Community College Students’ Decreased Sense of Belonging” **New York Journal of Student Affairs**

Hammond, R., **Sparrow, M.**, Harrington, C., & Melendez, J. (2023) “Using a Stereotype Threat Intervention to Improve Placement Test Scores at a Community College” **Journal of Applied Research in Community Colleges**

**Sparrow, M.** (2022) “Supporting Adult Community College Students with Improved Enrollment Practices” **College and University Journal**

**Sparrow, M.** (2020) “The Setbacks and Successes of Remote Tutoring” **E-Source for Student Transitions**

**Sparrow, M.** (2009) Review of Troy Bickham’s, “*Making Headlines: The American Revolution as Seen Through the Eyes of the British Press.*” **Maryland Historical Magazine**

## **DETAILED DESCRIPTIONS OF ADMINISTRATIVE WORK EXPERIENCE:**

### **Northampton Community College, Dean, Enrollment Management and Retention**

- Led enrollment services encompassing recruitment, admissions, financial aid, and new student orientation/onboarding; supervises and develops more than 45 full- and part-time administrators and staff.
- Ensured that enrollment management was positioned to actively support college initiatives for student success including orientation, FYE, Guided pathways, academic advising, career and alumni services.
- Worked closely with Marketing and Communications leadership to create and execute an outreach plan to build relationships with students, families, secondary schools, and the community.
- Managed budget in excess of \$1.8M and made resource allocation decisions in support of departmental and divisional strategic plans
- In conjunction with law enforcement and federal agencies, created a 28 credit Specialized Diploma for jurisprudence & cyber forensics to combat online child exploitation.
- Appointed by President to Co-Chair Diversity Task Force for Equity and Inclusion.
- Appointed by President to lead CARES Act analysis and implementation task force.
- Committee memberships: President’s Cabinet; High School District Task Force; Online Education; Student Completion; Strategic Oversight; Campus Safety; Diversity; Student Discipline; Orientation (chair); First Year Experience (chair); Starfish Early Alert Implementation; Student Affairs Leadership Team; Guided Pathways; Career Services Advisory; Financial Aid, Admissions, Bursar “FARB” (Chair); and Advisor to Band of Brothers Student-Veteran Club.
- Earned Northampton Community College’s Administrator Excellence Award, 2016

**Northampton Community College, Associate Dean, Academic Success (previously Director of Learning Center):**

- Directed Learning Centers on 3 campuses (including online), consisting of 7 full-time employees and 125 part-time professional and peer tutors and coaches; create and implement strategic plan for department, assess departmental results, and adjust student services informed by data.
- Developed novel First Year Experience program and supervised full-time coordinator.
- Oversaw College Success course curriculum and faculty for both on-campus and online; screened, hired, scheduled, and trained approximately 50 faculty members to staff approximately 120 sections annually.
- Managed Learning Center, First Year Experience, and College Success budgets in excess of \$1,000,000 and made resource allocation decisions; administered Perkins Grant funding.
- Created, implemented, and assessed the effectiveness of tutorial services; oversaw standards to comply with College Reading & Learning Association certification.

**Immaculata University, Director, Academic Success Services; promoted from Assistant Manager, Academic Success Center**

- Directed Academic Success Center, which consisted of 4 full-time administrators; managed budget in excess of \$15,000.
- Administered Title III grant for department.
- Created and implemented strategic plan for the department.
- Department chair for First Year Experience and Strategies for Academic Success courses; trained, recruited, and supervised 15 faculty members and 25 student mentors.
- Oversaw administration of individual and group tutoring program.
- Evaluated requests for academic accommodations; provided accommodations in accordance with applicable federal law and university regulations.
- Conceptualized and implemented First Year Experience program and curriculum; expanded University-wide Common Reader program to better integrate with Orientation and FYE.
- Conceptualized and implemented Strategies for Academic Success (SAS) curriculum.
- Oversaw and managed Second Chance Program, which provided academic support, mentoring, and services to students on academic probation.
- Committee membership: Admissions Review, New Student Orientation, Academic Probation/Dismissal, University Conduct Board, Title IX Deputy, Middle States Reaccreditation Standards, and Chair of First Year Experience Committee.

**Ocean County College, Veterans' Coordinator/Advisor, Advising Department**

- Advised caseload of 350 students on degree program selection and semester courses.
- Created veteran-focused orientation program to facilitate transition from military to college.
- Coordinated with regional 4-year colleges and universities to streamline transfer; created bi-annual veteran-focused transfer fair.
- Created and presented veteran awareness training to faculty, administration, and staff.
- Completed 12 hours of formal training in academic coaching and mentoring.
- Elected member of Ocean County College Senate.
- Member of CARE (Campus Assessment, Response, and Evaluation) Team.

**PRIOR WORK EXPERIENCE:**

**1993-2000**

**United States Navy; aviation electronics technician and enlisted/officer recruiter**

- Promoted five times in seven years (to E-6) and awarded 5 Navy Achievement Medals for meritorious service; selected to participate in prestigious “TOPGUN” exercises
- Combat veteran who completed two deployments to Persian Gulf